

# Unofficial CCAS 2000 Results for Army Pay Pools

Prepared by the Army Project Office for the DoD Civilian Acquisition Workforce Personnel Demonstration Project.  
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	PP #	Number of Employees	
		1999	2000
DSS-W	101	180	175
ATEC	102	78	113
PEO STAMIS	103	122	141
SAAL-ZP/CSA	104	48	54
ATEC AEC	105	75	205
ADO	106	14	14
CCK	107	36	44
ATEC OEC	108	119	
SAAL-ZR	109	124	
JPOBD	110	13	16
MTAQ	111	53	48
ASA ALT	112	7	32
PEO C3S	113	88	89
PEO GCSS-P	114	80	93
PEO IS	119	41	46
PEO GCSS-W	120	128	126
PEO IEWS	121	111	114
SAAL-ZC	122	4	
SAAL-ZT	123	13	11
SAAL-ZS	124	11	12
SAAL-ZD	125	10	10
MEDCOM	126	25	67
RDAISA	127	89	86
SAAL-ZL	128		3
DDACM/AAESA	129		107
MTAQ Supr	130		3
Total		1469	1609

## Number of Pay Pools and Number of Employees

- The number of pay pools in 2000 was the same as in 1999 - 23.
- ATEC pay pools 105 and 108 combined into PP 105.
- MTAQ formed two pay pools 111 and 130.
- Several pay pools within the Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology combined to form Pay Pool 112; and two new pay pools PP128 and PP129 were created.

# Workforce

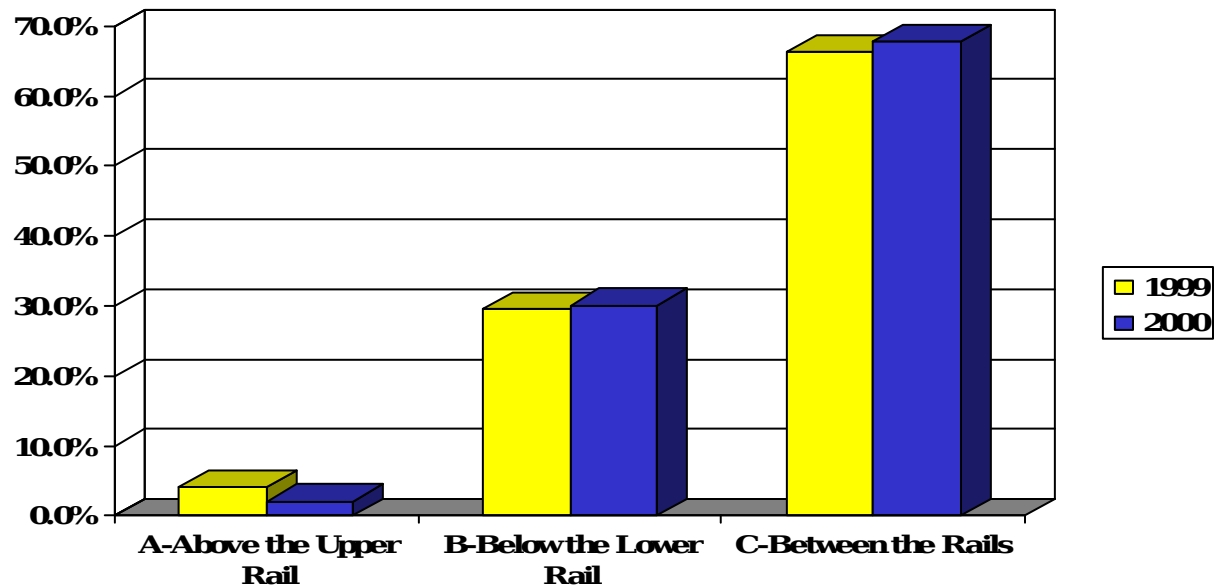
	CCAS 1999			CCAS 2000		
	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce
Army						
NK 1	2	1.1%	0.1%	4	2.1%	0.2%
NK 2	136	72.3%	9.3%	133	70.0%	8.3%
NK 3	50	26.6%	3.4%	53	27.9%	3.3%
NK Career Path	188		12.8%	190		11.8%
						0.0%
NJ 2	31	96.9%	2.1%	29	100.0%	1.8%
NJ 3	1	3.1%	0.1%			0.0%
NJ Career Path	32		2.2%	29		1.8%
						0.0%
NH 2	154	12.3%	10.5%	180	12.9%	11.2%
NH 3	667	53.4%	45.4%	736	52.9%	45.7%
NH 4	428	34.3%	29.1%	474	34.1%	29.5%
NH Career Path	1249		85.0%	1390		86.4%
Workforce	1469			1609		

# Presumptive Status

Presumptive Status	CCAS 1999	CCAS 2000
0 - has minimum 6 months for CCAS rating	1386	1455
1 - does not have minimum 6 months for CCAS rating	71	138
Employee has the minimum 6 months but due to special circumstances, i.e., long-term full-time training, temporary promotion outside the demo, active military duty, extended sick leave, leave without pay, etc., the pay pool panel has two options:		
2 - Receive a rating, which is an expected OCS.	12	13
3 - Re-certify employee's last CCAS OCS.	NA	3
Override (CRI and CA calculations due to retirement, leaving demo, etc.)	Data Not Captured	45

# Rail Positions

Rail Zone	CCAS 1999	Percent	CCAS 2000	Percent
A [Above the Upper Rail]	61	4.2%	34	2.1%
B [Below the Lower Rail]	434	29.5%	485	30.1%
C [Between the Rails]	974	66.3%	1090	67.7%
Total	1469	100.0%	1609	100.0%



# Funding Levels for GPI, CRI and CA

Funding Level	1999	2000	Difference
General Pay Increase	3.80%	2.70%	-1.10%
Number of Pay Pools - Gave Full GPI	16	13	-3
Number of Pay Pools - Reduced GPI	5	2	-3
Number of Pay Pools - Denied GPI	2	8	6
Locality Pay	All Employees Received	All Employees Received	No Change
Contribution Rating Increase	2.40%	2.00%	-0.04%
Award	1.3% of which 90% or 1.17% is for CA	1.0% of which 90% or 0.90% is for CA	-0.3% or -0.27%
Target Rail for Salary	Upper Rail	Upper Rail	No Change

# Results Against Funding Levels

	1999	2000	Difference
Total Demo Employees [as of September 30]	1,469	1,609	140
Base Salary	\$ 88,844,148	\$ 102,097,777	\$ 13,253,629
Positive Delta-Y	\$ 11,412,694	\$ 13,156,049	\$ 1,743,355
General Pay Increase [2000-3.8%; 2001-2.7%]	\$ 3,285,887	\$ 2,757,453	\$ (528,434)
Mandatory GPI [Retained Pay]	\$ 134,039	\$ 50,732	\$ (83,307)
Discretionary GPI	\$ 49,859	\$ 20,976	\$ (28,883)
Carry Over to CRI	\$ 90,920	\$ 36,052	\$ (54,868)
Contribution Rating Increase [1999-2.4%; 2000-2.0% of Base Salary]	\$2,085,995 [2.35%]	\$2,835,287 [2.94%]	\$ 749,292
Discretionary CRI	\$ 4,498	\$ 25,510	\$ 21,012
Base Salary [includes General Pay Increase 00-3.8%; 01-2.7%]	\$94,216,030 [6.05%]	\$107,221,884 [5.02%]	\$13,005,854 [-1.03%]
Carry Over to Award	\$ 248,147	\$ 435,306	\$ 187,159
Contribution Award [1999-90% of 1.3%=1.17%; 2000-90% of 1.0%=0.90%	\$1,343,749 [1.51%]	\$2,132,158 [2.07%]	\$788,409 [+0.56%]
Discretionary Award	\$ 347,727	\$ 85,302	\$ (262,425)
Total Award	\$1,939,623 [2.18%]	\$2,652,766 [2.60%]	\$713,143 [+0.42%]

# Parameters for CCAS 2000

Size of Pay Pool	Pay Pool	PP #	G%	CRI%	CRI Set-Aside%	Awd%	Awd Set-Aside%	Beta 1 (CRI)	Beta 2 (CA)	Minimum CRI dollar amount	Minimum CA dollar amount	Rollover CRI to CA?	G carry over	Alpha 1	Alpha 2
175	DSSW	101	2.7	2.8000	0.000	1.4400	13.091	1	1	0	0	1	12584	25.42%	10.81%
113	ATEC	102	2.7	2.0000	0.000	1.8000	1.250	1	1	0	0	1	2296	14.33%	12.52%
141	STAMIS	103	2.7	2.4000	0.000	2.7000	7.210	1	1	0	0	1	0	18.53%	19.34%
54	ZP/CSA	104	2.7	2.0000	0.000	0.9000	0.000	1	1	0	0	1	0	11.16%	5.02%
205	AEC	105	2.7	2.0700	2.900	2.2559	3.515	1	1	0	0	1	9586	36.97%	38.65%
14	ADO	106	2.7	3.0000	16.245	2.7000	4.931	1	1	0	0	1	0	24.62%	25.15%
44	CCK	107	2.7	2.4000	0.000	1.0530	0.000	1	1	0	0	1	1905	25.01%	10.59%
16	JPOBD	110	2.7	3.0000	0.000	1.8000	0.000	1	1	0	0	1	0	16.96%	10.18%
48	MTAQ	111	2.7	4.0000	0.000	3.4920	12.150	1	1	0	0	1	2632	39.03%	29.18%
32	ASA	112	2.7	2.0000	0.000	0.9000	0.000	1	1	0	0	1	0	12.94%	5.82%
89	C3S	113	2.7	2.4000	0.000	2.1150	0.000	1	1	0	0	1	2725	36.54%	31.69%
93	GCSS-P	114	2.7	2.0000	0.000	2.7000	0.000	1	1	0	0	1	0	12.43%	16.78%
46	IS	119	2.7	3.0000	0.000	2.9700	2.880	1	1	0	0	1	0	15.47%	14.87%
126	GCSS-W	120	2.7	2.0000	0.000	3.1550	3.938	1	1	0	0	1	579	10.95%	16.50%
114	IEWS	121	2.7	4.0000	1.310	2.7000	2.031	1	1	0	0	1	1719	32.41%	21.58%
11	ZT	123	2.7	2.0000	0.000	0.9000	0.000	1	1	0	0	1	0	11.14%	5.01%
12	ZS	124	2.7	2.0000	0.000	0.9000	0.000	1	1	0	0	1	0	8.09%	3.64%
10	ZD	125	2.7	2.1900	8.680	0.9864	23.500	1	1	0	0	1	0	20.57%	9.25%
67	MEDCOM	126	2.7	12.0000	1.010	1.3500	0.000	1	1	0	0	1	0	51.53%	5.85%
86	RDAISA	127	2.7	2.5000	0.000	2.8800	4.900	1	1	0	0	1	3601	17.33%	18.42%
3	ZL	128	2.7	2.0000	0.000	0.9000	0.000	1	1	0	0	1	0	5.29%	2.38%
107	DDACM	129	2.7	2.4000	2.811	1.1700	4.900	1	1	0	0	1	0	19.55%	9.33%
3	MTAQ Supr	130	2.7	4.0000	0.000	3.4920	0.000	1	1	0	0	1	0	27.05%	23.61%
1609															
70	Average		2.70	2.96	1.43	1.97	3.67						1636	21.45%	15.05%



# Parameters for CCAS 1999

Size of Pay Pool	Pay Pool	PP #	G%	CRI%	CRI Set-Aside%	Awd%	Awd Set-Aside%	Beta 1 (CRI)	Beta 2 (CA)	Minimum CRI dollar amount	Minimum CA dollar amount	Rollover CRI to CA	G carry over	Alpha 1	Alpha 2
180	DSSW	101	3.8	2.80	0.00	1.44	2.09	1	1	NA 99	NA 99	Yes	9884	26.03%	12.59%
78	ATEC HQ	102	3.8	2.40	0.00	1.80	100.00	1	1	NA 99	NA 99	Yes	1843	15.07%	0.00%
122	PEO STAMIS	103	3.8	2.40	0.00	2.88	3.00	1	1	NA 99	NA 99	Yes	1045	19.52%	22.59%
48	SAAL-ZP	104	3.8	2.40	0.00	1.17	14.24	1	1	NA 99	NA 99	Yes	5	18.65%	7.80%
75	ATEC OEC	105	3.8	2.40	0.00	1.80	100.00	1	1	NA 99	NA 99	Yes	13346	24.61%	0.00%
14	ADO	106	3.8	3.00	0.00	2.70	0.00	1	1	NA 99	NA 99	Yes	2241	19.06%	15.81%
36	CC Korea	107	3.8	2.40	0.00	1.17	10.00	1	1	NA 99	NA 99	Yes	10598	19.05%	6.59%
119	ATEC EAC	108	3.8	2.40	0.00	1.80	100.00	1	1	NA 99	NA 99	Yes	20599	38.15%	0.00%
124	SAAL-ZR	109	3.8	2.40	0.66	1.17	8.67	1	1	NA 99	NA 99	Yes	17	24.96%	11.19%
13	JPOBD	110	3.8	3.33	0.00	1.80	0.00	1	1	NA 99	NA 99	Yes	1480	18.23%	9.37%
53	MTAQ	111	3.8	2.40	0.00	1.17	9.03	1	1	NA 99	NA 99	Yes	0	29.45%	13.06%
7	SAAL-ZAX	112	3.8	2.40	0.00	1.17	0.00	1	1	NA 99	NA 99	Yes	0	15.96%	7.78%
88	PEO C3S	113	3.8	2.40	0.00	1.80	0.00	1	1	NA 99	NA 99	Yes	2	15.70%	11.78%
80	DPEO GCSS P	114	3.8	2.50	0.00	3.00	2.05	1	1	NA 99	NA 99	Yes	8	16.80%	19.74%
41	PEO IS	119	3.8	2.40	0.00	2.07	1.81	1	1	NA 99	NA 99	Yes	4947	16.23%	12.67%
128	DPEO GCSS W	120	3.8	2.50	0.00	3.27	2.46	1	1	NA 99	NA 99	Yes	2067	13.93%	17.62%
111	PEO IEWS	121	3.8	2.40	1.89	1.35	9.94	1	1	NA 99	NA 99	Yes	1441	20.39%	10.43%
4	SAAL-ZC	122	3.8	2.40	0.00	1.17	0.00	1	1	NA 99	NA 99	Yes	0	19.31%	9.42%
13	SAAL-ZT	123	3.8	2.40	0.00	1.17	8.90	1	1	NA 99	NA 99	Yes	4	11.26%	5.00%
11	SAAL-ZS	124	3.8	2.40	0.00	1.17	0.00	1	1	NA 99	NA 99	Yes	0	9.30%	4.53%
10	SAAL-ZD	125	3.8	2.40	0.00	1.17	0.00	1	1	NA 99	NA 99	Yes	0	32.96%	16.06%
25	MEDCOM	126	3.8	12.00	0.00	1.62	11.25	1	1	NA 99	NA 99	Yes	659	33.55%	3.98%
89	RDAISA	127	3.8	2.40	20.00	1.17	20.00	0	1	NA 99	NA 99	Yes	20734	27.50%	9.25%
1469															
64	Average		3.8	2.91	0.98	1.70	17.54			NA 99	NA 99	Yes	3953	21.12%	9.88%

# Parameters 1999 and 2000

Size of Pay Pool	Organization	Pay Pool #	G%	CRI%	CRI Set-Aside%	Awd%	Awd Set-Aside%	Size of Pay Pool	Pay Pool	Pay Pool #	G%	CRI%	CRI Set-Aside%	Awd%	Awd Set-Aside%
180	DSSW	101	3.8	2.8	0.00	1.44	2.09	175	DSSW	101	2.7	2.80	0.00	1.44	13.09
78	ATEC HQ	102	3.8	2.4	0.00	1.80	100.00	113	ATEC	102	2.7	2.00	0.00	1.80	1.25
122	PEO STAMIS	103	3.8	2.4	0.00	2.88	3.00	141	PEO STAMIS	103	2.7	2.40	0.00	2.70	7.21
48	SAAL-ZP/CSA	104	3.8	2.4	0.00	1.17	14.24	54	SAAL-ZP/CSA	104	2.7	2.00	0.00	0.90	0.00
75	ATEC OEC	105	3.8	2.4	0.00	1.80	100.00	205	ATEC AEC	105	2.7	2.07	2.90	2.26	3.52
14	ADO	106	3.8	3.0	0.00	2.70	0.00	14	ADO	106	2.7	3.00	16.25	2.70	4.93
36	CC Korea	107	3.8	2.4	0.00	1.17	10.00	44	CCK	107	2.7	2.40	0.00	1.05	0.00
119	ATEC EAC	108	3.8	2.4	0.00	1.80	100.00								
124	SAAL-ZR	109	3.8	2.4	0.66	1.17	8.67								
13	JPOBD	110	3.8	3.326	0.00	1.80	0.00	16	JPOBD	110	2.7	3.00	0.00	1.80	0.00
53	MTAQ	111	3.8	2.4	0.00	1.17	9.03	48	MTAQ	111	2.7	4.00	0.00	3.49	12.15
7	SAAL-ZAX	112	3.8	2.4	0.00	1.17	0.00	32	ASA ALT	112	2.7	2.00	0.00	0.90	0.00
88	PEO C3S	113	3.8	2.4	0.00	1.80	0.00	89	PEO C3S	113	2.7	2.40	0.00	2.12	0.00
80	DPEO GCSS Picatinny	114	3.8	2.5	0.00	3.00	2.05	93	PEO GCSS-P	114	2.7	2.00	0.00	2.70	0.00
41	PEO IS	119	3.8	2.4	0.00	2.07	1.81	46	PEO IS	119	2.7	3.00	0.00	2.97	2.88
128	DPEO GCSS Warren	120	3.8	2.5	0.00	3.27	2.46	126	PEO GCSS-W	120	2.7	2.00	0.00	3.15	3.94
111	PEO IEWS	121	3.8	2.4	1.89	1.35	9.94	114	PEO IEWS	121	2.7	4.00	1.31	2.70	2.03
4	SAAL-ZC	122	3.8	2.4	0.00	1.17	0.00								
13	SAAL-ZT	123	3.8	2.4	0.00	1.17	8.90								
11	SAAL-ZS	124	3.8	2.4	0.00	1.17	0.00	12	SAAL-ZS	124	2.7	2.00	0.00	0.90	0.00
10	SAAL-ZD	125	3.8	2.4	0.00	1.17	0.00	10	SAAL-ZD	125	2.7	2.19	8.68	0.99	23.50
25	MEDCOM	126	3.8	12.0	0.00	1.62	11.25	67	MEDCOM	126	2.7	12.00	1.01	1.35	0.00
89	RDAISA	127	3.8	2.4	20.00	1.17	20.00	86	RDAISA	127	2.7	2.50	0.00	2.88	4.90
								3	SAAL-ZL	128	2.7	2.00	0.00	0.90	0.00
								107	DDACM/AAESA	129	2.7	2.40	2.81	1.17	4.90
								3	MTAQ Supr	130	2.7	4.00	0.00	3.49	0.00
1469								1609							
64	Average		3.80	2.91	0.98	1.70	17.54	70	Average		2.70	2.96	1.43	1.97	3.67
Average (-MEDCOM)				2.50				Average (-MEDCOM)				2.55			

# Parameters 1999 and 2000

1999						2000				
Size of Pay Pool	Pay Pool	PP #	G carry over	Alpha 1	Alpha 2	Size of Pay Pool	Pay Pool	G carry over	Alpha 1	Alpha 2
180	DSSW	101	9884	26.03%	12.59%	175	DSSW	12584	25.42%	10.81%
78	ATEC HQ	102	1843	15.07%	0.00%	113	ATEC	2296	14.33%	12.52%
122	PEO STAMIS	103	1045	19.52%	22.59%	141	STAMIS	0	18.53%	19.34%
48	SAAL-ZP	104	5	18.65%	7.80%	54	ZP/CSA	0	11.16%	5.02%
75	ATEC OEC	105	13346	24.61%	0.00%	205	AEC	9586	36.97%	38.65%
14	ADO	106	2241	19.06%	15.81%	14	ADO	0	24.62%	25.15%
36	CC Korea	107	10598	19.05%	6.59%	44	CCK	1905	25.01%	10.59%
119	ATEC EAC	108	20599	38.15%	0.00%					
124	SAAL-ZR	109	17	24.96%	11.19%					
13	J POBD	110	1480	18.23%	9.37%	16	J POBD	0	16.96%	10.18%
53	MTAQ	111	0	29.45%	13.06%	48	MTAQ	2632	39.03%	29.18%
7	SAAL-ZAX	112	0	15.96%	7.78%	32	ASA	0	12.94%	5.82%
88	PEO C3S	113	2	15.70%	11.78%	89	C3S	2725	36.54%	31.69%
80	DPEO GCSS P	114	8	16.80%	19.74%	93	GCSS-P	0	12.43%	16.78%
41	PEO IS	119	4947	16.23%	12.67%	46	IS	0	15.47%	14.87%
128	DPEO GCSS W	120	2067	13.93%	17.62%	126	GCSS-W	579	10.95%	16.50%
111	PEO IEWS	121	1441	20.39%	10.43%	114	IEWS	1719	32.41%	21.58%
4	SAAL-ZC	122	0	19.31%	9.42%					
13	SAAL-ZT	123	4	11.26%	5.00%	11	ZT	0	11.14%	5.01%
11	SAAL-ZS	124	0	9.30%	4.53%	12	ZS	0	8.09%	3.64%
10	SAAL-ZD	125	0	32.96%	16.06%	10	ZD	0	20.57%	9.25%
25	MEDCOM	126	659	33.55%	3.98%	67	MEDCOM	0	51.53%	5.85%
89	RDAISA	127	20734	27.50%	9.25%	86	RDAISA	3601	17.33%	18.42%
	SAAL-ZC	128				3	ZL	0	5.29%	2.38%
	DDACM/AAESA	129				107	DDACM	0	19.55%	9.33%
	MTAQ -Supr	130				3	MTAQ Supr	0	27.05%	23.61%
1469						1609				
64	Average		3953	21.12%	9.88%	70	Average	1636	21.45%	15.05%
	Less MEDCOM			20.55%			Less MEDCOM		20.08%	

# Contribution Scores

		1999 OCS	1999 Expected OCS	1999 Delta OCS (SPL)	1999 Delta OCS (UR)	2000 OCS	2000 Expected OCS	2000 Delta OCS (SPL)	2000 Delta OCS (UR)
101	DSSW	62	61	1	5	64	63	1	5
102	ATEC HQ	71	67	4	8	74	70	4	8
103	PEO STAMIS	79	77	2	6	81	78	3	7
104	SAAL-ZP/CSA	83	80	3	7	85	80	5	9
105	ATEC OEC	79	78	1	5	77	78	-1	3
106	ADO	77	75	3	7	80	78	2	6
107	CCKorea	64	60	3	7	66	63	3	7
108	ATEC EAC	76	77	-1	3				
109	SAAL-ZR	77	76	1	5				
110	JPOBD	82	78	5	9	81	77	4	8
111	MTAQ	65	65	1	5	68	66	2	6
112	SAAL-ZAX	56	53	3	7	72	68	4	8
113	PEO C3S	90	86	4	8	85	85	0	4
114	PEO GCSS P	89	86	3	7	90	86	4	8
119	PEO IS	75	73	3	7	79	73	6	10
120	PEO GCSS W	80	76	4	8	81	76	5	9
121	PEO IEWS	79	77	2	6	79	77	2	6
122	SAAL-ZC	71	69	3	7				
123	SAAL-ZT	88	82	6	10	93	89	4	8
124	SAAL-ZS	72	65	7	11	75	67	8	12
125	SAAL-ZD	77	77	0	4	82	81	1	5
126	MEDCOM	54	43	12	16	61	55	6	10
127	RDAISA	69	67	3	7	71	67	4	8
128	ZL					94	82	12	16
129	DDACM					77	75	2	6
130	MTAQ Supr					57	54	3	7
	Average for 23 Army Pay Pools	75	71	3	7	77	73	3	7

# Scores

	1999	2000
Expected OCS Range	22 to 100	25 to 100
Factor Score Range	5 to 115	0 to 115
OCS Range	5 to 111	11 to 115
Delta OCS Range	-71 to +32	-39 to +25

		Individuals with OCS Greater Than the Max Score for Career Path	
	Max Score	1999 CCAS	2000 CCAS
NH	100	78 Individuals	59 individuals
NJ	83	0 Individual	0 individual
NK	61	4 Individuals	11 individuals

# General Pay Increase and Contribution

## Rating Increase

PP #	Activity	1999			2000		
		G\$	Approved CRI \$	Approved CRI %	G\$	Approved CRI \$	Approved CRI %
101	DSSW	1736	1291	2.74%	1298	1382	2.71%
102	ATEC HQ	1985	1289	2.44%	1572	1171	2.12%
103	PEO STAMIS	2427	1250	1.95%	1832	1297	1.93%
104	SAAL-ZP/CSA	2615	1295	1.88%	1933	1048	1.75%
105	ATEC OEC	2334	1583	2.40%	1770	1239	1.94%
106	ADO	2228	1648	2.62%	1899	1547	2.18%
107	CCKorea	1478	1327	2.85%	1307	1217	2.46%
108	ATEC EAC	2254	1595	2.50%			
109	SAAL-ZR	2350	1379	2.23%			
110	J POBD	2377	1972	3.01%	1791	1624	2.45%
111	MTAQ	1899	1199	2.40%	1406	1982	3.90%
112	SAAL-ZAX	1522	961	2.40%	1601	978	1.83%
113	PEO C3S	2938	1400	1.81%	2129	1552	2.07%
114	PEO GCSS P	2840	1712	2.29%	2089	1305	1.73%
119	PEO RCAS/IS	2141	1497	2.52%	1674	1725	2.82%
120	PEO GCSS W	2444	1397	2.16%	1839	1007	1.61%
121	PEO IEWS	2450	1367	2.11%	1822	2242	3.27%
122	SAAL-ZC	2188	1381	2.40%			
123	SAAL-ZT	2792	1516	2.06%	2303	987	1.36%
124	SAAL-ZS	2000	980	1.86%	1545	963	1.93%
125	SAAL-ZD	2494	1386	2.11%	2001	1059	1.53%
126	MEDCOM	1189	3577	11.19%	1170	4327	9.78%
127	RDAISA	1753	1132	2.17%	1423	1270	2.45%
128	SAAL-ZL				2047	708	1.12%
129	DDACM/AAESA				1702	1305	2.08%
130	MTAQ Supr				2180	3229	4.12%
	Army Average	2193	1484	2.70%	1754	1529	2.57%

# Contribution Award and Total Award

PP #	Activity	Approved CA	Approved CA %	Total Award	Total Award % of 1999 Base Salary	Approved CA	Approved CA %	Total Award	Total Award % of 2000 Base Salary
101	DSSW	664	1.41%	760	1.61%	634	1.23%	840	1.63%
102	ATEC HQ	0	0.00%	954	1.80%	1047	1.89%	1088	1.96%
103	PEO STAMIS	1789	2.79%	2141	3.34%	1699	2.54%	2162	3.23%
104	SAAL-ZP/CSA	690	1.00%	1161	1.69%	644	0.96%	1026	1.35%
105	ATEC OEC	0	0.00%	1370	2.07%	1463	2.18%	1717	2.53%
106	ADO	1696	2.70%	2092	3.33%	1804	2.26%	2460	3.02%
107	CCKorea	490	1.05%	631	1.35%	526	1.06%	552	1.10%
108	ATEC EAC	0	0.00%	1259	1.97%				
109	SAAL-ZR	660	1.07%	827	1.34%				
110	J POBD	1179	1.80%	1500	2.29%	1193	1.72%	1558	2.15%
111	MTAQ	531	1.06%	584	1.17%	1622	3.11%	1983	3.71%
112	SAAL-ZAX	468	1.17%	468	1.17%	533	0.92%	740	1.14%
113	PEO C3S	1391	1.80%	1846	2.39%	1691	2.15%	2088	2.57%
114	PEO GCSS P	2195	2.94%	2397	3.21%	2088	2.72%	2330	3.00%
119	PEO RCAS/IS	1209	2.03%	1282	2.15%	1788	2.90%	1975	3.18%
120	PEO GCSS W	2066	3.19%	2330	3.60%	2068	3.08%	2515	3.62%
121	PEO IEWS	787	1.22%	1075	1.66%	1799	2.56%	2330	3.27%
122	SAAL-ZC	673	1.17%	673	1.17%				
123	SAAL-ZT	782	1.07%	1106	1.51%	766	0.93%	1485	1.65%
124	SAAL-ZS	615	1.17%	897	1.71%	514	0.95%	695	1.13%
125	SAAL-ZD	767	1.17%	955	1.46%	666	0.88%	1089	1.30%
126	MEDCOM	459	1.44%	803	2.51%	584	1.31%	1454	3.23%
127	RDAISA	726	1.39%	784	1.50%	1485	2.85%	1687	3.24%
128	SAAL-ZL					681	0.86%	1489	1.66%
129	DDACM/AAESA					701	1.11%	945	1.46%
130	MTAQ Supr					2819	3.59%	2819	3.59%
	Army Average	863	1.42%	1213	2.00%	1253	1.90%	1610	2.38%

# Base Salary Increase

PP #	Activity	CY1999 Base Pay	New Base Pay 2000	Base Salary % Increase from 1999 to 2000	CY2000 Base Pay	New Base Pay 2001	Base Salary % Increase from 2000 TO 2001
101	DSSW	47105	50132	6.42%	50736	53417	5.28%
102	Atec HQ	52847	56121	6.20%	58944	61686	4.65%
103	PEO STAMIS	64074	67750	5.74%	67821	70950	4.61%
104	SAAL-ZP/CSA	68810	72720	5.68%	71577	74558	4.17%
105	Atec OEC	66079	69996	5.93%	67255	70263	4.47%
106	ADO	62816	66691	6.17%	70315	73761	4.90%
107	CCKorea	46626	49431	6.02%	50003	52527	5.05%
108	Atec EAC	63855	67704	6.03%			
109	SAAL-ZR	61820	65549	6.03%			
110	J POBD	65531	69880	6.64%	66305	69719	5.15%
111	MTAQ	49963	53061	6.20%	52873	56261	6.41%
112	SAAL-ZAX	40052	42535	6.20%	59286	61865	4.35%
113	PEO C3S	77300	81638	5.61%	79968	83680	4.64%
114	PEO GCSS P	74719	79271	6.09%	77364	80758	4.39%
119	PEO RCAS/IS	59492	63129	6.11%	61995	65394	5.48%
120	PEO GCSS W	64720	68561	5.93%	68249	71095	4.17%
121	PEO IEWS	64792	68608	5.89%	68028	72091	5.97%
122	SAAL-ZC	57555	61123	6.20%			
123	SAAL-ZT	73465	77773	5.86%	85260	88549	3.86%
124	SAAL-ZS	52607	55587	5.66%	57186	59693	4.38%
125	SAAL-ZD	65609	69488	5.91%	74072	77131	4.13%
126	MEDCOM	31969	36735	14.91%	43315	48812	12.69%
127	RDAISA	52249	55134	5.52%	54228	56921	4.97%
128	SAAL-ZL				75789	78544	3.64%
129	DDACM/AAESA				63030	66037	4.77%
130	MTAQ Supr				80738	86148	6.70%
	Army Average	59307	62983	6.39%	65406	68690	5.17%



# Broadband Level Average Payouts for CCAS 2000

Army		CCAS 2000		CCAS 2000		CCAS 2000		
Minimum Funding Level		2.00%				0.90%		
Actual Funding Level		2.96%				1.97%		
NK Career Path		Average CRI	Average CRI % of 2000 Base Pay	Average CA	Average CA % of 2000 Base Pay	Total Carry Over Award	Average Total Award	Total Award % of 2000 Base Pay
NK	1	154	0.69%	151	0.65%	1642	562	2.30%
NK	2	816	2.74%	668	2.16%	23850	860	2.74%
NK	3	975	2.51%	729	1.88%	1373	755	1.93%
NJ Career Path								
NJ	2	798	2.52%	372	1.17%	223	419	1.32%
NJ	3							
NH Career Path								
NH	2	1465	3.80%	648	1.66%	28200	895	2.23%
NH	3	1489	2.48%	1335	2.13%	222813	1682	2.63%
NH	4	1807	2.17%	1886	2.19%	157205	2289	2.60%
Average		1492	2.55%	1325	2.07%		1649	2.54%

# Broadband Level Averages for CRI - 1999 and 2000

Army		CCAS 1999		CCAS 2000	
Minimum Funding Level		2.40%			2.00%
Actual Funding Level		2.90%			2.96%
NK Career Path		Average CRI	Average CRI % of 1999 Base Pay	Average CRI	Average CRI % of 2000 Base Pay
NK	1	260	1.12%	154	0.69%
NK	2	739	2.65%	816	2.74%
NK	3	975	2.67%	975	2.51%
NJ Career Path					
NJ	2	763	2.61%	798	2.52%
NJ	3	0	0.00%		
NH Career Path					
NH	2	1315	3.76%	1465	3.80%
NH	3	1439	2.48%	1489	2.48%
NH	4	1753	2.17%	1807	2.17%
Average		1420	2.55%	1492	2.55%

# Breakdown of CRI

CRI%	CCAS 1999		CCAS 2000	
20%	4	0.27%	4	0.25%
15 - 19.9%	6	0.41%	14	0.87%
10- 14.9%	10	0.68%	20	1.25%
6.01 - 10%	62	4.22%	61	3.81%
6%	3	0.20%	15	0.90%
3.34-5.9%	317	21.58%	329	20.45%
2.63-3.33%	219	14.91%	206	12.80%
0.01-2.62%	538	36.62%	664	41.27%
0.00%	310	21.11%	296	18.40%
Total	1469	100.00%	1609	100.00%

CCAS1999 gave 42.77% of the eligible workforce a CRI that was equal to or greater than a within-grade-increase. CCAS2000 gave 40.33% of the eligible workforce a CRI that was equal to or greater than a within-grade-increase.

## General Schedule Average WIGI as a percent of increase

Step	1	2	3	4	5	6	7	8	9	10
WIGI %		3.33%	3.22%	3.12%	3.03%	2.94%	2.86%	2.78%	2.70%	2.63%

For example: An employee received a

# GS Equivalency Check

General Schedule Average WIGI as a percent of increase

Step	1	2	3	4	5	6	7	8	9	10
WIGI %		3.33%	3.22%	3.12%	3.03%	2.94%	2.86%	2.78%	2.70%	2.63%

NOTE: There are no within-grade increases (WIGI) in the Civilian Acquisition Workforce Personnel. The purpose of this slide is to answer a common question among demo participants on how they did in the GS system.

Example 1: If at the beginning of the 2000 calendar year, the employee's 2000 base salary was

equivalent to a GS Any Grade Step 8.

- The WIGI from Step 8 to Step 9 is three years and is a 2.70% increase of base salary
- For CCAS 2000, this employee received a CRI of 2.4%.
- In one year, this 2.4% CRI is 88% of the WIGI, which under GS would take three years.

Example 2: If at the beginning of the 2000 calendar year, the employee's 2000 base salary was

equivalent to a GS Any Grade Step 2.

- The WIGI from Step 2 to Step 3 is one year and is a 3.22% increase of base salary.
- For CCAS 2000, receiving a 2.4% CRI was not as good as a WIGI for GS Step 2 employee.
- The demo, however, has the potential to reward this employee at a

# Number of Employees Not Receiving CRI

0.00% CRI					
Presumptive Status	1999 CCAS		2000 CCAS		Reasons
0 - at least six months in AcqDemo	230	83	155	81	Maximum Salary - CRI Carryover to CA
		6		4	Retained Pay, No CRI
		32		36	Override - Left AcqDemo/Retire
		48			3      No CRI - Maximum Salary
		0			13      No CRI
		0			20      CRI added to CA
		61		34	"A" Rating (Above the Upper Rail)
1 - less than six months	71		138	Not Eligible	
2 - Special Circumstances (i.e., LTFTT, military duty, medical leave, etc.)	8	2	3	1	Override - CRI added to CA
		6		2	No CRI
Total	309		296		

# Broadband Level Averages for CA - 1999 and 2000

Army		CCAS 1999		CCAS 2000	
Minimum Funding Level			1.17%		0.90%
Actual Funding Level			1.70%		1.97%
NK Career Path		Average CA	Average CA % of 1999 Base Pay	Average CA	Average CA % of 2000 Base Pay
NK	1	136	0.59%	151	0.65%
NK	2	426	1.45%	668	2.16%
NK	3	635	1.72%	729	1.88%
NJ Career Path					
NJ	2	383	1.31%	372	1.17%
NJ	3	0	0.00%		
NH Career Path					
NH	2	506	1.39%	648	1.66%
NH	3	809	1.34%	1335	2.13%
NH	4	1459	1.75%	1886	2.19%
Average		915	1.49%	1325	2.07%

# Broadband Level Averages for Total Award to include Carry Over from CRI plus CA - 1999 and 2000

Army		CCAS 1999			CCAS 2000		
Minimum Funding Level							
Actual Funding Level							
				Total Award % of 1999 Base Pay			Total Award % of 2000 Base Pay
NK Career Path		Total Carry Over Award	Average Total Award		Total Carry Over Award	Average Total Award	
NK	1	10207	155	0.67%	1642	562	2.30%
NK	2	91310	706	2.41%	23850	860	2.74%
NK	3	135122	752	2.03%	1373	755	1.93%
NJ Career Path							
NJ	2	0	383	1.31%	223	419	1.32%
NJ	3	0	0	0.00%			
NH Career Path							
NH	2	38	714	1.96%	28200	895	2.23%
NH	3	10097	1237	2.04%	222813	1682	2.63%
NH	4	1373	2006	2.36%	157205	2289	2.60%
Average			1320	2.14%		1649	2.54%

# CCAS Pay Outs Highs and Averages

Dollar	1999 High	1999 Average	2000 High	2000 Average
CRI	8980	1420	14839	1492
Carryover Award	4923	1426	11572	1583
CA	6671	915	6744	1325
Total Award	9008	1320	13346	1649

Per Cent	1999 High	1999 Average	2000 High	2000 Average
CRI	20.00%	2.55%	20.00%	2.71%
CA	8.27%	1.49%	17.18%	2.33%
Total Award	18.25%	2.14%	42.13%	2.95%



# Salary Creep

Army Salary Creep			CCAS 1999			CCAS 2000		
Career Path	Broad Band Level		Number of Employees	2000 Maximum Pay for Broadband Level	Salary Cap	Number of Employees	2001 Maximum Pay for Broadband Level	Salary Cap
NK	1		2	24833	98.03%	4	25502	96.38%
NK	2		136	34408	89.72%	133	35339	91.56%
NK	3		50	46359	83.87%	53	47610	85.44%
NJ	1							
NJ	2		31	38108	81.27%	29	39143	83.74%
NJ	3		1	50932	79.81%			
NJ	4							
NH	1							
NH	2		154	50932	81.26%	180	52305	81.17%
NH	3		667	72586	88.19%	736	74553	88.90%
NH	4		428	100897	87.89%	474	103623	88.14%
As of September 30			1469	1609				

This chart records the progression towards the maximum salary for each broadband level. For example, as a result of CCAS 1999, 31 NJ-2 employees average salary is 81.27% of \$38,108, which is the maximum 2000 salary for NJ 2. As a result of CCAS 2000, the 29 NJ-2 employees are now 2.5% closer to the maximum salary for NJ-2.